

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House
(317) 232-9855

FISCAL IMPACT STATEMENT

LS 6947

BILL NUMBER: HB 1345

DATE PREPARED: Jan 31, 2002

BILL AMENDED: Jan 30, 2002

SUBJECT: Employment Issues.

FISCAL ANALYST: John Parkey

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FUNDS AFFECTED: X GENERAL
DEDICATED
FEDERAL

IMPACT: State & Local

Summary of Legislation: (Amended) The bill provides that an employee of a private employer may report violations of federal, state, or local laws to the employer, or in certain circumstances, to an official or agency whom the employee believes has jurisdiction to act concerning the violation. The bill prohibits the sanctioning of an employee who reports violations. The bill provides that an employee disciplined for reporting a violation may bring a civil action against the employer. It provides that after June 30, 2003, an employee may only be discharged for just cause, and that an employee discharged without cause may institute a civil action against the employee's former employer.

Effective Date: July 1, 2002.

Explanation of State Expenditures:

Explanation of State Revenues: (Revised) *Court Fee Revenue:* The bill also allows an employee that is disciplined for reporting a workplace health or safety violation to bring a civil action against the employer. It also allows an employee that is discharged from employment without just cause to bring a civil action against the employer. If additional civil actions occur, revenue to the state General Fund may increase if court fees are collected. A civil filing fee of \$100 would be assessed when a civil case is filed. 70% of the filing fee would be deposited in the state General Fund if the case is filed in a court of record or 55% if the case is filed in a city or town court.

Explanation of Local Expenditures:

Explanation of Local Revenues: *Court Fee Revenue:* If additional civil actions occur, local governments would receive revenue from the following sources. The county general fund would receive 27% of the \$100 filing fee that is assessed in a court of record. Cities and towns maintaining a law enforcement agency that prosecutes at least 50% of its ordinance violations in a court of record may receive 3% of court fees. If the

case is filed in a city or town court, 20% of the court fee would be deposited in the county general fund and 25% would be deposited in the city or town general fund.

State Agencies Affected:

Local Agencies Affected: Trial courts, local law enforcement agencies.

Information Sources: